

WILLIAM HANSON,

1 A. Yes, sir.

2 Q. You did?

3 A. Yes, sir.

4 Q. Okay. Does it say that in
5 here?

6 A. No, it doesn't.

7 Q. So when I asked you if this
8 was accurate and if there was anything
9 left out, was there something left out,
10 or did you not tell them that?

11 A. I'm -- I'm going to be up
12 front and honest. I'm not going to
13 remember exactly what I said verbatim as
14 far as I'm not going to say yes, I said
15 that or, no, I didn't say that because
16 this has been so long ago that I'm not
17 going to remember exactly.

18 This is consistent with what
19 the conversation is I had with corporate,
20 but as far as throwing in like gender and
21 national origin and all that stuff, I'm
22 not going to say that's what I said
23 because I don't remember word for word
24 what I said, but as far as the problem

WILLIAM HANSON,

1 that had transpired with Yvette, this is
2 consistent.

3 Q. What I am getting at,
4 though, is, do you remember then whether
5 or not you told anybody, the person that
6 you made this phone call to, that you
7 thought this was all because of your
8 gender or your race?

9 A. Can you ask me if I
10 remember? I would be honest with you, I
11 don't remember physically saying, hey,
12 you know, she's -- you know, this is
13 because I'm male or anything like that.
14 I'm not going to say that I said that
15 because I don't remember, so, therefore,
16 I'm not going to say that.

17 Q. Go ahead, no, finish.

18 A. Therefore, this is
19 consistent with the problem that had
20 transpired.

21 Q. Okay. Now, I think we got
22 on to the subject by you telling me that
23 something happened following you making
24 this call?

WILLIAM HANSON,

1 Q. And what did she say to you?

2 A. She just really, more or
3 less, just blew me off. She goes, I have
4 nothing to do with that.

5 Q. Did she tell you that there
6 was somebody else you needed to talk to
7 about it?

8 A. She says that she doesn't
9 have time for it and I needed to talk to
10 somebody else.

11 Q. Did she tell you who?

12 A. Brenda.

13 Q. So she told you who to talk
14 to about it?

15 A. Right.

16 Q. Who was Brenda?

17 A. The RTM clerk.

18 Q. Okay. Any other ways in
19 which you were subjected to harassment by
20 Yvette Schreiber?

21 A. Other than that, just all
22 the times that she called me boy.

23 Q. What times did she call you
24 boy?

WILLIAM HANSON,

1 A. I probably mentioned it. I
2 don't want to repeat myself and I know I
3 probably already said it. The one time
4 when she went by and she said, you want
5 to do any work today, boy.

6 And I told you, the
7 electrical desk is really hard to find,
8 it is recessed in, it's hard to find, the
9 desk, and I didn't know if it was her, so
10 I leaned over to see if it was her, and
11 she turned around and said, yeah, that's
12 right, I'm talking to you, boy.

13 Q. Okay. So is that the only
14 time she called you boy?

15 A. No -- well, when she told me
16 that -- when she would go by -- I told
17 you one example when she said -- excuse
18 my language, but when she said this looks
19 like shit, and she would go by me other
20 times and say, what are you doing, boy,
21 and this doesn't look good, boy, and
22 stuff like that and just real snotty
23 comments.

24 That one I mentioned because

WILLIAM HANSON,

1 she said -- you know, she said it real
2 loud, and Keith, like I said, was there
3 and I know of some other customers
4 heard -- that's the main one I mentioned
5 because she said this place looks shit
6 and she said it so loud. It wasn't that
7 bad, it was a lot better than the day
8 before, and that's why I mentioned that
9 one as the main one.

10 But there was incidents
11 comparable to that where she just called
12 me boy, and then she told people you
13 better look after that kid, like I was
14 telling you before. She talked to Jeff
15 Ramirez to keep an eye on that kid, and
16 that's when Jeff related it back to me
17 and those were the comments that I was
18 getting back.

19 Q. Any other times that she
20 called you boy?

21 A. Those are the occasions that
22 she called me boy.

23 Q. So it's this one time when
24 she didn't see you at the desk or you

WILLIAM HANSON,

1 didn't see her, you were at the desk?

2 A. Yeah, I didn't see her at
3 first, but when I turned to look she was
4 there.

5 Q. So there was that one time,
6 and when was the other time when she said
7 this place looks like shit; is that what
8 it was?

9 A. She said that, but didn't
10 call me boy.

11 Q. When did she call you boy?

12 A. She called me boy on a
13 couple of occasions. Like one time when
14 I had a shopping cart -- actually, it
15 was, you know, it was a shopping cart,
16 but I guess that was in her way because
17 she was trying to get something, and she
18 said, you got to move this out the way,
19 boy.

20 And there was another
21 incident where I think she just didn't
22 like the way things looked and she
23 assumed that it was my fault that it
24 looked bad, so she goes, you need to do a

WILLIAM HANSON,

1 better job on this, boy, this is
2 unacceptable, boy, and that's it.

3 Q. Any other times that she
4 called you boy?

5 A. That's about it.

6 Q. Okay. So there were four
7 occasions?

8 A. Four occasions.

9 Q. I'm sorry, three; is that
10 right?

11 There was a time sitting at
12 the desk?

13 A. Three.

14 Q. Okay. Any other times in
15 which you were subjected to harassment by
16 Yvette Schreiber?

17 A. Just snide remarks, though,
18 but that's something that she did to me
19 before I worked for Ideal and something
20 that she did to me when I worked for
21 Lowe's.

22 Q. What do you mean by "snide
23 remarks"?

24 A. Are you going to do any work

WILLIAM HANSON,

1 Q. Yes, dealing with Yvette.

2 A. That would have to be it.

3 Q. Okay. Now, all of those
4 instances of harassment that you just
5 mentioned, do you think they were all
6 because of your sex?

7 A. Yes, sir.

8 Q. Why do you think they were
9 because of your sex?

10 A. Being that I was a vendor
11 there, uhm, you also have female vendors
12 as well --

13 Q. Okay.

14 A. -- and I felt like it's just
15 -- I mean, I shouldn't say it's
16 probably -- probably not right to say
17 it's a no-brainer, but when you go into
18 vending, you're not micromanaged
19 whatsoever. I mean, you just
20 specifically are going to the store, do
21 the job that you're to do through the
22 vendor that has the contract with Lowe's
23 and that's it.

24 On some occasions you will

WILLIAM HANSON,

1 interact with customers and Lowe's
2 employees and so on and so forth, but
3 it's not a regular routine or pattern.
4 With me, because of Yvette and Linda, I
5 had dealt with them in my previous
6 vending position and as a previous Lowe's
7 employee, and I felt that it had -- had
8 to do with my race because I had to look
9 at it from that perspective because they
10 are both females --

11 Q. You just said race. I was
12 asking you about your sex.

13 A. My sex, excuse me.

14 Q. Okay.

15 A. Correct myself. I have to
16 look at it from the sex perspective
17 because they are both females and they
18 are both from the same Lowe's store in
19 Louisiana. They know each other. And I
20 will never know to this day -- I mean, I
21 like to think my work ethic is just one
22 that's consistent and is that -- is one
23 that shows up on a timely manner that is
24 counter productive and does the best he

WILLIAM HANSON,

1 can, so, therefore, I will never know
2 what it is with Linda and Yvette that
3 this -- they always gave me a hard time
4 because other vendors -- I know other
5 vendors, I talked to them, I know them
6 from being a vendor before and a Lowe's
7 employee, so I just know how vending
8 works. And it was as almost as if I was
9 a Lowe's employee working for Ideal
10 Merchandising, and I felt like I was
11 being treated worse than when I was a
12 Lowe's employee.

13 I was a Lowe's employee
14 under Yvette's direction when she was
15 store manager and, uhm, that's why I say
16 I have no other choice, but to look at it
17 as sex, because, like I said, they are
18 both females and I don't know what it is
19 about what I have done -- like I said, I
20 don't know, because it probably started
21 from when I worked at Lowe's, but I have
22 to look at it from that perspective as
23 being a male, that they had it in for me.

24 Q. Because they are both

WILLIAM HANSON,

1 get as much knowledge in electrical and
2 plumbing through Ideal and then get into
3 Lowe's.

4 Even though I was going
5 through this tough time, I knew this is
6 what I was doing since I was 18, always
7 -- my career always seemed to evolve
8 around Lowe's, whether for or outside of
9 Lowe's, so since I felt this is my niche
10 and what I have always done, that I just
11 needed to stick with it, so I wasn't
12 thinking of any kind of -- taking it to
13 the next level, just basically just take
14 it a day at a time and just hope, you
15 know, it just gets better.

16 Q. Tell me what your complaint
17 was to Larry Reed.

18 A. Just frustrated that no
19 matter what I do or what I say, Yvette
20 and Linda have it out for me and -- and
21 they make it real uncomfortable for me,
22 just a hostile environment, always
23 checking up on me, and when they do
24 approach me, it's abrasive, it's

WILLIAM HANSON,

1 negative, and it makes me very
2 uncomfortable.

3 And I told them about the
4 care line, that she denied what she had
5 done, and I just said this shows you the
6 character that she is. She said that
7 about me, to me, called me boy and all
8 these remarks, and she is going to deny
9 it, so I told him that to her this is a
10 game, because he's making serious
11 allegations and not fessing up to it.

12 Q. But when did you tell him
13 that you thought it was because of your
14 race and your sex?

15 A. I believe it was that week.

16 Q. What week?

17 A. The week of the care line,
18 when I called the Lowe's care line.

19 Q. And you clearly remember
20 telling him it was for those reasons?

21 A. Yes, sir.

22 Q. Is there anybody else at
23 Lowe's who you told it was because of
24 your race and your sex?

WILLIAM HANSON,

1 A. No, sir.

2 Q. Now, if that was the reason
3 that you felt you were being treated that
4 way, why did you not very clearly state
5 that to the customer care line when you
6 made that call?

7 A. Going back to the call that
8 I made about Yvette Schreiber?

9 Q. Well, you told me earlier,
10 and correct me if I'm wrong, you don't
11 remember specifically if you said it was
12 because of your race or sex, but you did
13 tell me that Exhibit 4 was substantively
14 correct with regard to what you have told
15 the person on the customer care line;
16 correct?

17 A. That's correct.

18 Q. Why didn't you make sure
19 that you told them it was because of your
20 race and your sex, because, as you said a
21 minute ago, this is a serious allegation,
22 isn't it?

23 A. Yes, it is.

24 Q. Why didn't you make sure you

WILLIAM HANSON,

1 told them that?

2 A. Because at the time I just
3 wanted to rectify it. My intent in
4 calling was not to cause a scene and make
5 a mountain out of a mole hill, but maybe
6 this would break the ice, maybe this
7 would -- maybe it would -- maybe it would
8 and maybe it wouldn't, but for some
9 people it works differently, but maybe
10 this call would have us establish some
11 sort of relationship that's on a business
12 level and not on a confrontational level.

13 My intent to call was to
14 work things out, just to have a rapport,
15 to have some kind of a rapport and
16 understanding and communication. That's
17 the purpose of the call. I wanted to
18 work things out, not -- not just be like,
19 you know, she needs to -- needs to -- I
20 don't have the authority to say she can
21 be transferred or whatever, but just to
22 work things out.

23 I mean, sometimes, I mean,
24 you work for people and you're not going

WILLIAM HANSON,

1 to get along with them, and in this case,
2 that happens to be the store manager, and
3 I'm just a vendor, but I still -- I just
4 wanted to work things out because I
5 didn't feel like I should have to go to
6 the Lowe's store depressed all time
7 because I feel this is another day where
8 Yvette picks on Will and gets embarrassed
9 in front of everybody.

10 Q. Let's go back to paragraph
11 14 of your complaint, and we were talking
12 about you were subject to constant
13 harassment by store manager Yvette, and
14 the rest of it says, and assistant store
15 manager Linda Myer.

16 A. Yes, sir.

17 Q. Tell me how Linda Myer
18 subjected you to harassment.

19 A. From the very --

20 Q. I should say Myers.

21 A. Myers, yes, that's correct.

22 Starting from the very first
23 day, which I have already mentioned when
24 I almost didn't get the job with Ideal

WILLIAM HANSON,

1 Merchandising, that Jeremy Leaman had got
2 a mysterious call, not to his cell phone,
3 but amazingly at the department that he
4 was at, which was home decor, which I had
5 to do paperwork at, mini blind
6 department, and she would have had to
7 have known exactly where he was at
8 because every department has a different
9 extension.

10 So one of the associates
11 picked up and said, is there a Jeremy
12 here? He goes, yeah, that's me. Got the
13 call from the department and it was -- in
14 a nutshell, after the call, I didn't even
15 ask him anything, and he said that was
16 Linda. Do you know who she is?

17 And I said, yeah. Like I
18 said to you before, that goes through the
19 whole store why she didn't want me to
20 work there.

21 Q. Let me make something clear.
22 Jeremy worked for Ideal; correct?

23 A. Yes, sir.

24 Q. And Ideal serviced plumbing

WILLIAM HANSON,

1 and electrical?

2 A. Yes.

3 Q. So if Linda Myers wanted to
4 know what department he was in, she had
5 two choices, didn't she?

6 A. Yes, sir.

7 Q. Plumbing or electrical?

8 A. Yes, sir.

9 Q. So for her to know what
10 department he was in really didn't take a
11 whole lot of guesswork by her, did it?

12 A. No, it did not.

13 Q. So you told me about that
14 one. What other instances do you feel
15 that you were subjected to harassment by
16 Linda Myers?

17 A. I want to say the
18 chastising, if that's the right word, or
19 the -- I don't know if I am using the
20 right word there, but more -- more like a
21 defamation type of situation because she
22 was telling various people that she
23 didn't want me -- I mean, and she
24 shouldn't do that, being she's in

WILLIAM HANSON,

1 management, telling various people that
2 she didn't want me to work for Ideal
3 Merchandising.

4 Q. Who did she tell?

5 A. Everybody. She told Larry,
6 Thelma, uhm, Juanita. Uhm, probably a
7 couple people, but I can't think of their
8 names right now, but that goes back to
9 what I was telling you before, that she
10 felt that I was responsible for her son
11 getting terminated and that she didn't
12 want me to take over after her son.

13 Q. Why do you think that was
14 the reason? I know you told me before,
15 but I apologize, because I don't recall.

16 A. Her dislike for me.

17 Q. I'm sorry, that was why she
18 felt that you were responsible, for you
19 getting her son terminated?

20 A. No, sir. I don't know why
21 she felt that I was -- I guess she felt
22 that it was so soon, because when I took
23 over, it wasn't that long after her son
24 got terminated, we are talking maybe

WILLIAM HANSON,

1 about a month, and so it's not like there
2 was this big gap where nobody serviced
3 plumbing and electrical. Shortly
4 thereafter I was hired, and I guess
5 because it was so fast that they hired
6 someone, she probably felt I was
7 responsible for getting her son
8 terminated, which wasn't the case because
9 I don't even know her son.

10 Q. That's your own speculation
11 on that, though, not something somebody
12 told you?

13 A. That's something from Larry,
14 Joe, Juanita and, like I said, a couple
15 of other people I can't even think about.

16 Q. Okay. And any other ways in
17 which you were harassed by Linda Myers?

18 A. I can't -- I can't prove it,
19 though.

20 Q. Well, tell me.

21 A. I believe -- see, it's -- I
22 don't know if she --

23 Q. Proving your case is your
24 attorney's job right now, so I'm sure he

WILLIAM HANSON,

1 will have to deal with that, but I want
2 you to tell me ways in which you think
3 you were harassed by Linda Myers.

4 A. Eric is the electrical
5 specialist at Lowe's in the electrical
6 department, and I mentioned earlier that
7 he had gotten a call to check up on me.

8 Q. Is that something that you
9 have already told me about?

10 A. That one yes, sir.

11 One thing I didn't tell you
12 about, I guess I can't prove it, but I
13 believe that was her on the other end. I
14 probed Eric, I said, was it a lady?

15 He said, yeah.

16 Well, Yvette wasn't there
17 that day, but Linda was, and I know the
18 only one that had -- I don't like to use
19 these kind of words -- I'm not even going
20 to use it, but the only thing that had --
21 she's the only lady that I basically know
22 would do something like that because I
23 didn't have problems with any of the
24 other female managers or specialists or

WILLIAM HANSON,

1 whoever they may be. Most of them I
2 didn't even have a rapport with, to be
3 honest with you, so I knew if anyone
4 would call, it would be her, especially
5 if it was an internal call.

6 Q. But you don't know that for
7 certain?

8 A. I don't know that for
9 certain.

10 Q. Any other ways in which you
11 were subjected to harassment by Linda
12 Myers?

13 A. Other than the fact that
14 she, I mean, chastised me with my
15 district manager, said stuff, said stuff
16 with other Lowe's employees.

17 Q. Now you got to be specific
18 on this.

19 A. Basically -- I am just
20 paraphrasing what I already said.

21 Q. I don't need to know
22 anything you already told me.

23 What I asked about is ways
24 in which Linda Myers harassed you, and

WILLIAM HANSON,

1 here's what you told me, and tell me if
2 there's anything that you've left out.
3 She made a call to Jeremy Leaman on the
4 first day where she said she didn't want
5 you working there?

6 A. Correct.

7 Q. She told various people that
8 she didn't want you working for Ideal?

9 A. Correct.

10 Q. And you listed a few of
11 them, Larry, Juanita, Thelma. I think
12 they are the three I wrote down, at
13 least.

14 A. Yes, sir.

15 Q. Next one, Eric got a call
16 checking up on you, and you think that
17 was Linda Myers doing that?

18 A. Yes, sir.

19 Q. Okay. Any other ways in
20 which you were subjected to harassment by
21 Linda Myers?

22 A. The other one would be -- I
23 know you're not going to talk about it is
24 the termination.

WILLIAM HANSON,

1 Q. We are going to talk about
2 the termination. You're not getting off
3 that easy.

4 A. Yeah.

5 Q. But that -- so the term --
6 and I just -- I don't want to lose sight
7 of any of the other instances, so the
8 termination is an incident we will list,
9 but what else, any other ways?

10 A. Not that I can think of.
11 That would probably be it.

12 Q. Okay. Now, did you ever
13 complain to anybody about the way that
14 you were treated by Linda Myers?

15 A. Yes, sir.

16 Q. Who did you complain to?

17 A. My boss, Jeremy Leaman.

18 Q. When did you complain to
19 Jeremy Leaman about the way that you were
20 treated by Linda Myers?

21 A. Probably like a week or two
22 weeks after she didn't want me there.

23 Q. So this is pretty soon after
24 you started?

WILLIAM HANSON,

1 been doing this, everything looks like
2 shit, and is that one that you have told
3 me about?

4 A. Yes, sir.

5 Q. Okay. And the next one is
6 the issue with the coffee. Is that the
7 one that you have already told me about?

8 A. Yes, sir, but I would like
9 to correct -- correct paragraph D.

10 Q. Okay.

11 A. That was actually outside
12 the store.

13 Q. Okay. So you were outside
14 the store?

15 A. Yes, sir.

16 Q. And she said you need to get
17 out of this store now?

18 A. Correct.

19 Q. Okay. The next one, are you
20 going to get any work done today, boy.
21 That's one that you have already told me
22 about?

23 A. Yes, sir.

24 Q. Okay. And the last one

WILLIAM HANSON,

1 says, Mr. Leaman called plaintiff on his
2 cell phone, and is this the conversation
3 that you told us about following the
4 complaint that you made?

5 A. Yes, sir.

6 Q. Okay. Now, if you take a --
7 so are those all the instances of
8 harassment, in addition to anything else
9 that you may have told me today in your
10 deposition?

11 A. I'm sorry. Repeat that.

12 Q. Those are all the instances
13 of harassment that you were subjected to
14 at Lowe's?

15 A. Yes, sir.

16 Q. Okay. Now, number 4
17 probably is a better one, at least based
18 on my reference to the complaint, Noel,
19 referencing paragraph 16, and it asks you
20 to describe every instance of retaliation
21 that you suffered at Lowe's.

22 Now, it refers to all of
23 those incidents described above and -- in
24 response to number 3. Do you see where

WILLIAM HANSON,

1 Q. Because you were recording
2 conversations?

3 A. Yes.

4 Q. And that's --

5 A. And that's false. Jeremy
6 Leaman knew I had a tape recorder. I had
7 used -- I didn't use it for
8 conversations, I used it for note-taking
9 purposes because I had to make hundreds
10 of bin labels, the small stickers, the
11 big stickers, beam labels, I had to make
12 hundreds of different labels so I went
13 over every schematic on the tape recorder
14 on what labels instead of writing it down
15 because there were just too many, so I
16 recorded on the tape recorder that I
17 used, which Jeremy Leaman knew that I had
18 in my possession for labels, for
19 overhead, and specifically for
20 note-taking purposes because there was
21 just too much to write.

22 And that whole information
23 was miss -- misskewed(sic), and Linda
24 just used that as if I was -- where she

WILLIAM HANSON,

1 came up with that? She -- she just -- I
2 don't know where she came up with that,
3 but she came up with me recording
4 conversations to have me terminated.

5 Q. How do you know that Jeremy
6 Leaman knew that you had a tape recorder?

7 A. Because when I had
8 complained, uhm, to the corporate office,
9 and when he got the call the next day
10 from Yvette Schreiber, we talked a lot,
11 but one of the things he says is he
12 said/she said, and that's even quoted in
13 here, and basically, if anything, it
14 would have -- if anything, instead of he
15 said/she said, it would have to be, you
16 know, recorded. He knew I had a tape
17 recorder so that's why he mentioned that.
18 He knew that I used the tape recorder for
19 note-taking purposes. He seen me use the
20 tape recorder.

21 Q. He had seen you use it?

22 A. Yes.

23 Q. So he knew you had a tape
24 recorder in the Lowe's store?

WILLIAM HANSON,

1 A. Yes.

2 Q. Did he tell you to tape
3 record a conversation then?

4 A. No, sir.

5 Q. Did he tell you to tape
6 record anything?

7 A. He told me that I could use
8 it for note-taking purposes before
9 because I asked him about it. I said, is
10 it okay if I use this just for printing
11 out stickers and overhead, and he said
12 sure, it's not a problem.

13 Q. Okay. Is that the only
14 thing you used your tape recorder for at
15 Lowe's?

16 A. Yes, sir.

17 Q. You never used it for
18 anything else?

19 A. No, sir.

20 Q. Did you ever record any
21 conversations at all?

22 A. There was one time where I
23 was -- I was -- for note-taking purposes,
24 I was recording stuff that I had to do in

WILLIAM HANSON,

1 plumbing, and the plumbing -- I don't
2 think he even worked in plumbing, but his
3 name was Carlos, I think he was outside
4 garden, but he went by me and said, hey,
5 what you doing with that tape recorder?

6 And I said, I'm using it for
7 work.

8 And he was like saying all
9 kind of stuff about me and stuff, and he
10 goes, yeah, yeah, got that on tape. He
11 was saying that to me.

12 And I was like -- I said,
13 dude, I said, let me finish my job.
14 Carlos is just like extrovertous(sic),
15 outside the box, loose cannon, and I just
16 basically stated that, you know -- I
17 mean, I guess not too many people do it,
18 but I do it, and I needed it to get my
19 job done and it helps me out getting it
20 done.

21 And he goes, oh, man, you're
22 just messing around, you're playing
23 games.

24 So I said, I'm not playing

WILLIAM HANSON,

1 games. If you don't believe that this is
2 what I do, here's the tape. I gave him
3 my tape. I said, you take that home and
4 you play that and you'll hear nothing but
5 schematics on everything that I have done
6 with Lowe's because I guess you never
7 seen that done before. I said you take
8 it home and bring that back.

9 What came of it I guess he
10 gave it to Linda or something like
11 that -- or I don't know what happened, --
12 actually, I don't think he gave it to
13 Linda, he just mentioned it, because as
14 far as I understood, he didn't have the
15 tape so I guess he lost it, or whatever
16 he did with it, but all he did was
17 mention it, and that was ammunition for
18 Yvette to give the nod to have me
19 terminated.

20 Q. How do you know that he
21 mentioned it to Linda?

22 A. I don't know.

23 Q. How do you know that Yvette
24 gave the nod to have you terminated?

WILLIAM HANSON,

1 A. Because Linda had told
2 Jeremy Leaman that Yvette approved of my
3 termination.

4 Q. And that's what Jeremy told
5 you?

6 A. Yes, sir.

7 Q. Now, you said that you were
8 recording this information on the tape
9 recorder?

10 A. Yes, sir.

11 Q. What did you do with it
12 after you recorded it?

13 A. I would reuse the tape over
14 and over and over. The tape was nothing
15 like I kept in my desk or -- I just
16 reused it, just flipped it back and forth
17 and just used it every day. I left gaps
18 in there so I knew what was old and what
19 was new.

20 Q. What did you do with it?
21 Did you listen to it afterwards?

22 A. Yeah, I would listen to it.
23 See, some of the Lowe's stores have two
24 stations. Actually, most of the stores

WILLIAM HANSON,

1 have two stations. When I say stations,
2 I mean stations to print out stickers,
3 bin labels, beam labels, for pricing of
4 the product.

5 So what I would do is I
6 would play every SKU number that I had,
7 and it would say aisle, for example, 7
8 following SKU numbers and 37168, you
9 know, most of them were five numbers,
10 37162, and then there would be a pause,
11 aisle 8, and while I was -- I type fast,
12 so when I would play it, I would type it
13 and get all the SKU numbers in and print
14 it out, because they gave me a lot of
15 paperwork, Ideal Merchandising, that is,
16 so I didn't want to carry too much
17 paperwork and that's why I had a -- the
18 tape recorder, but I would play it, just
19 listen to the SKUs, input all the SKUs
20 into the computers, have the labels
21 printed out. Then when I was done with
22 the tape, I would reuse the tape for the
23 next day.

24 Q. Where would you type it out?

WILLIAM HANSON,

1 A. Uhm, at the station that --
2 that you were able to print out labels
3 for bin and beam stickers.

4 Q. So within the Lowe's store?

5 A. It was inside the Lowe's
6 store that I played it.

7 Q. Okay. Did anybody at Lowe's
8 ever -- you mentioned an incident with
9 Carlos. Anybody at Lowe's ever talk to
10 you about having the tape recorder or
11 seeing you with the tape recorder other
12 than that?

13 A. Nobody, that's why I guess I
14 mentioned Carlos.

15 Well, I can't say that -- to
16 back up, I know people have seen me with
17 the tape recorder.

18 Q. Nobody ever said anything to
19 you about it?

20 A. But nobody ever said
21 anything to me about it.

22 Q. Did you ever ask anybody if
23 you could use the tape recorder in the
24 Lowe's store?

WILLIAM HANSON,

1 this right then and there in front of the
2 gentleman, Andrew Boggerty, that was
3 working there at the time, so I thought
4 it would be just a verbal, uhm, situation
5 where he asked me questions and I
6 answered them and he would type it in.

7 I don't think I would have
8 to write all this down, so that's just on
9 my part just bypassing that for some
10 reason.

11 Q. But you did know that you
12 had to check race?

13 A. Yes.

14 Q. And national origin?

15 A. Yes, sir.

16 Q. And color?

17 A. Yes.

18 Q. Okay. Let me ask you, in
19 the section where you wrote down below
20 there, you have store manager, Yvette,
21 has called me boy on several occasions,
22 we have talked about that; correct?

23 A. Yes, sir.

24 Q. Yvette has walked by me in

WILLIAM HANSON,

1 that's not me. I wouldn't say anything
2 like that.

3 Q. Okay. Now, there was also a
4 portion on there where you -- when you
5 started speaking with Carlos and you said
6 something about what was it you were
7 saying to me earlier; is that right?

8 A. I was saying what was you
9 saying -- I don't remember the whole
10 extent of the conversation, but he
11 thought me using a tape recorder was a
12 joke, and that I believe what I said to
13 him after that was, you think this is a
14 joke, you take this -- and then after
15 that I said, what did you say, you think
16 this is a joke? And I had the tape
17 recorder in my hand, and I said, here,
18 take the tape home, and I gave him the
19 tape, and I said you could learn
20 something from it.

21 Q. Why did you want him to say
22 it again -- you asked him -- you didn't
23 say that loud enough; is that what you
24 said?

WILLIAM HANSON,

1 A. Yeah, that he didn't say --
2 I said that he didn't say that loud
3 enough because he said that by me using a
4 tape recorder is a joke.

5 And I said, what did you
6 say?

7 He goes, that's a joke.

8 I said, no, it's not a joke.
9 Here's the tape recorder, take it, you
10 could learn something from it.

11 And I had the tape recorder
12 -- I'm sorry, can I say something?

13 Q. Sure.

14 A. And I had the tape recorder
15 in my hand when I was saying that to him.

16 Q. You didn't have it in a bag?

17 A. No, it was in my hand.

18 Q. You didn't have it anywhere
19 else?

20 A. No, sir, in my hand.

21 Q. In this conversation with
22 Carlos, the exchange that you were
23 having, did anybody make any reference to
24 oral sex?

WILLIAM HANSON,

1 A. He did.

2 Q. You haven't told me about
3 that yet. Why don't you tell me about
4 that?

5 A. I don't know if that was
6 recorded or not.

7 Q. Well, why don't you tell me
8 about it, whether it was recorded or not.

9 A. I gave him the tape, but it
10 might have been before I gave him the
11 tape. Like I said, he says a lot of
12 things. Remember when I was saying he
13 goes from one joke after another joke.
14 -- he speaks in tangents, he speaks a
15 little bit about everything, and he made
16 some phrases on oral sex.

17 Q. Do you remember what the
18 phrases were?

19 A. It was pretty negative.

20 Q. You can tell me.

21 A. He told me something like I
22 suck, you know.

23 Q. I'm sorry, we are on the
24 record, sir, and you have to tell me what

WILLIAM HANSON,

1 it was he said.

2 A. Dick.

3 Q. Did you say anything in
4 response?

5 A. Not -- you would have to
6 play the tape.

7 Q. Okay.

8 - - -

9 (Whereupon, a portion of the
10 tape was played.)

11 - - -

12 BY MR. LEAHY:

13 Q. Now, was the conversation
14 something to the effect of what was the
15 thing you said a couple minutes ago; is
16 that what you asked him?

17 A. Yes.

18 Q. And he said, what, about my
19 dick in your mouth?

20 A. Something like that.

21 Q. Is that what he said?

22 A. Yes, sir.

23 Q. And you then said you didn't
24 say that loud enough?

WILLIAM HANSON,

1 A. That's my voice. I said
2 that.

3 Q. Is that a conversation that
4 you had been having with Carols Vazquez
5 earlier?

6 A. It was right then and there
7 when I was in the process of using -- it
8 was right in the process when I was using
9 my tape recorder. I had it right in my
10 hand.

11 Q. What was the thing you told
12 me earlier, that he said something about
13 tape recording being a joke?

14 A. Yeah, he did.

15 Q. Okay. I didn't hear that on
16 there. Did you hear that on there?

17 A. It wasn't on there.

18 Q. So the only thing that got
19 recorded was this reference to oral sex
20 that he had made?

21 A. Yes, sir.

22 Q. And had you had a
23 conversation with him about oral sex
24 prior to this event that you recorded?

WILLIAM HANSON,

1 A. He says a lot of stuff to me
2 and, uhm, if he did, I don't -- if it's
3 on the tape, it's on the tape. If he
4 did, I don't recall, but he does say a
5 lot of different things to me, and a lot
6 of it is just negative.

7 Q. What do you mean by
8 "negative"?

9 A. Reference to what you were
10 saying before, oral sex.

11 Q. Did you ever say anything to
12 him about oral sex during the time that
13 you worked there?

14 A. I'm just saying I listen to
15 him, but I hear him. I should tell him,
16 you know, I don't need to hear that and
17 go away, but I just -- I can actually do
18 my work while someone is still talking to
19 me, so when he says stuff to me I'm still
20 working.

21 Q. Did you ever talk to him
22 about sex or anything like that?

23 A. Not that I know of.

24 Q. No?

WILLIAM HANSON,

1 unintentional.

2 Q. But you did record it,
3 didn't you?

4 A. If you're going to ask me in
5 that manner, I would have to say yes.

6 Q. Thank you.

7 From your standpoint, is it
8 reasonable for Linda Myers, then, to say
9 that there were tape recording
10 conversations in the Lowe's store?

11 A. Not necessarily.

12 Q. No? But you had, in fact,
13 recorded them, or at least recorded a
14 conversation?

15 A. Yes, sir.

16 Q. Okay.

17 - - -

18 (Whereupon, Exhibit 8 was
19 marked for identification.)

20 - - -

21 BY MR. LEAHY:

22 Q. Mr. Hanson, I'm showing you
23 now what we have marked as Exhibit 8. It
24 is a policy from Lowe's Human Resources

WILLIAM HANSON,

1 Management Guide entitled Prohibition Of
2 Recording Equipment Use.

3 Have you ever seen this
4 policy before?

5 A. No, sir.

6 Q. Okay. Were you aware that
7 Lowe's maintained a policy with this
8 title?

9 A. No, sir.

10 Q. Okay. I would like to run
11 through a little bit of the policy with
12 you and, if you would, look -- actually,
13 would you like to take a minute and read
14 it to yourself?

15 A. You can highlight what you
16 want to say.

17 Q. That's fine.

18 Let's look at paragraph B.
19 Do you see where it says, consequently,
20 Lowe's prohibits employees from using any
21 recording device on company property,
22 including audio, video and still
23 photography.

24 So under this policy,

WILLIAM HANSON,

1 October 3rd, October -- it was like maybe
2 a week before this. I already had the
3 vendor vest.

4 Q. So it was before you started
5 actually working?

6 A. Exactly.

7 Q. Okay. So you have already
8 told me about this incident then?

9 A. Yes, sir.

10 Q. Okay. October 11th, it
11 talks about what sounds like the issue
12 with billing out paint for the beams; is
13 that correct?

14 A. Yes, sir.

15 Q. Okay. You told me about
16 that incident?

17 A. Yes.

18 Q. On the next page, it says
19 November 3, 2003, Yvette walks by while I
20 was working and states, how long have you
21 been doing this, everything looks like
22 shit. Now, you told me about that one,
23 haven't you?

24 A. Yes, sir.

WILLIAM HANSON,

1 Q. The next one is November 20,
2 2003, and this sounds like the incident
3 with the coffee; is that correct?

4 A. Yes, sir.

5 Q. Now, clarify something for
6 me here. It says, Yvette made an
7 unnecessary scene in front of employees
8 and customers towards myself in having a
9 12-ounce coffee in the store.

10 Were you in the store with
11 the coffee?

12 A. That's a clerical error. I
13 was outside the store.

14 Q. And it says you need to get
15 out of this store now. No -- no coffee
16 allowed, get out.

17 A. Yes, sir.

18 Q. Okay. Yvette was yelling
19 and pointing at me to leave immediately?

20 A. Correct.

21 Q. I'm a little confused, only
22 because I thought you made it very clear
23 earlier that you were already out and
24 that she said you need to get to your

WILLIAM HANSON,

1 car?

2 A. I was.

3 Q. Why does it not say that
4 here if you, as you have just testified,
5 typed this up on the night that it
6 happened?

7 A. Because I didn't type
8 everything on here. It's a clerical
9 error. I made a mistake. And I will
10 pinpoint the mistake I made, uhm, that
11 this was outside the store and that she
12 did tell me to go to my car, but also did
13 yell and point to leave immediately, not
14 to say verbatim -- I'm sorry, to say
15 verbatim leave me and go to your car, I
16 can't say that, but she said a lot of
17 things and I was just trying to highlight
18 exactly what she said, but she did tell
19 me to go to my car, and just I didn't
20 document it on the November 20th one.

21 Q. Okay. But you were outside
22 the -- standing outside the door to the
23 store, was it?

24 A. I'm sorry, yes, sir.

WILLIAM HANSON,

1 Q. And just so I'm clear, in a
2 Lowe's store typically there's the
3 entrance and exit and then there's an
4 area, kind of an apron, for lack of a
5 better word, outside of the store; is
6 that right?

7 A. Yes, sir.

8 Q. And there's shopping carts
9 along that area?

10 A. Correct.

11 Q. Is that where you were
12 standing?

13 A. No, I was outside of that.

14 Q. So would that be in the
15 actual driveway of the store?

16 A. Uhm, the concrete portion
17 where just about -- just about you
18 getting inside to the Lowe's.

19 Q. Is that -- the concrete
20 portion, is that where the carts are,
21 shopping carts?

22 A. Actually, it's what you were
23 talking about, the apron portion, that's
24 actually kind of inside. The concrete

WILLIAM HANSON,

1 portion was inside of that.

2 Q. Are they actually inside of
3 the doors of the store, the carts?

4 A. Yeah, they are actually
5 inside the doors.

6 Q. So you're standing on the
7 concrete portion that's outside the
8 doors?

9 A. Just outside.

10 Q. I understand.

11 Okay. The next one is
12 December 2nd, 2003. Is this the incident
13 where you were, was it, standing at the
14 desk in electrical and she said, are you
15 going to get any work done today, boy,
16 yeah, that's right, I'm talking to you
17 boy?

18 A. That's correct.

19 Q. That's the one you have
20 already told me about?

21 A. Yes, sir.

22 Q. Okay. Next one, December
23 3rd, 2003, called Mr. Leaman on December
24 2, encounter with Yvette, and is that the

WILLIAM HANSON,

1 Linda told Jeremy I was terminated
2 because of recorded conversations and
3 Carlos -- I gave Carlos the tape, so,
4 therefore, Carlos gave Linda the tape.

5 Q. Okay. Now, tell me a little
6 bit about this. It says, as new vendors,
7 Folder and Ramirez are both experiencing
8 similar discriminations with the store
9 management. What was going on with
10 Mr. Folder and Mr. Ramirez?

11 A. Yvette was basically doing
12 the same thing to them that she did to
13 me, and that's micromanaging their work,
14 and as vendors, that usually typically
15 doesn't happen at the Lowe's store, so
16 she basically was treating them as if
17 they were Lowe's employees, except
18 treating them worse.

19 Q. Treating them the same way
20 she treated you?

21 A. Correct.

22 Q. What was Mr. Folder's race
23 again?

24 A. As I said, I was unsure. He

WILLIAM HANSON,

1 looks Caucasian, but I was not sure if he
2 was of European descent or not.

3 Q. How about Mr. Ramirez?

4 A. He's Hispanic origin.

5 Q. So neither of them was

6 Asian?

7 A. Correct.

8 Q. I would like you to turn to
9 the next page, the second page there.

10 A. Sure.

11 Q. The part you have in italics
12 at the end --

13 A. Yes.

14 Q. -- and the first paragraph
15 starts Linda Myers. Do you see that one?

16 A. Yes.

17 Q. In the next paragraph it
18 starts with, I was previously employed.

19 A. Yes.

20 Q. Do you see that?

21 A. Yes, sir.

22 Q. Then it looks like it starts
23 another paragraph with the words any
24 other vendor. Do you see where I am

WILLIAM HANSON,

1 sorry, Jeremy, I can't do that. She did
2 say that and I am not going to apologize
3 for what she said.

4 Q. Okay.

5 A. Then he said, well, it is
6 just like a he said/she said right now,
7 and if that happens again or anything
8 happens again, something to that extent,
9 to like make sure you go through me first
10 and call me.

11 Q. Is there anything else
12 during that conversation that you haven't
13 told me about substantively?

14 A. Uhm, that will be it.

15 Q. I'm going to ask you some
16 questions because that's not what you
17 testified to before. You said some other
18 things, so I'm going to ask you some
19 questions about that.

20 A. Sure.

21 Q. Now, did anything -- did you
22 talk at all about a tape recorder during
23 that conversation?

24 A. Oh, yes, I did. I did leave